

Portfolio-Prozess
Handbuch für das
Personalwesen
PZ-30
Oktober 2010
Seite 1

Overview on Reference Partner input¹ during the promotion procedure.

Introduction

Basis

Portfolio Process

Portfolio Round

**Linked HR
Processes**

Further
Information and
Handling of Data

| Promotion | ERA12 (or similar) to G8 | G8 to G9 | G9 to G10 | G10 to G11 | G11to G12 |
|--|--|---|---|---|---|
| ...due to be > as is | FEIV role and at least three reference checks (recommended) | FEIV role and at least three reference checks (mandatory) | FEIII role and at least three reference checks (recommended) | FEIII role and at least three reference checks (mandatory) ² | FEII role and at least three reference checks (recommended) ² |
| ...due to potential | Taking over of FEIV is planned for the short term ³ ; at least three reference checks | Not possible | Taking over of FEIII is planned for the short term ³ ; at least three reference checks | Not possible | Taking over of FEII is planned for the short term ³ ; at least three reference checks ² |
| ...due to long term outstanding performer principle | Not possible | Not possible | At least three reference checks ⁴ | Not possible | At least three reference checks ² |

¹HR is responsible for the reference checks and results will be documented and monitored

²Subject to the verification of the department circle

³ Within the next 12 Months

⁴ Should be subject to confirmation by division/plant/technology circle